

**Department of Mental Health
Trauma Initiative
Competency Components**

General Competence Key Trauma Components

General Competence

- Having awareness of, and sensitivity to, specialized needs
 - Having the knowledge and skill to identify the presence of specialized needs
 - Having the knowledge and relationships necessary to make appropriate referrals
- 1) Safety of Physical/Emotional Environment – policies and operating practice should address safety and avoid re-traumatization. For example,
- a) welcoming attitude
 - b) proactive policy on preventing and de-escalating client aggressive behaviors
 - c) policy on how to handle perpetrators coming to facility
 - d) reduce or eliminate seclusion and restraint
 - e) define search procedures
 - f) addresses gender/staffing issues (e.g., gender of staff on duty and collection of drug testing specimen collection)
- 2) Staff has trauma awareness, training and job standards –
- a) agencies reference Trauma Core Competencies guidelines (see attached)
 - b) screening for Personal Safety and Trauma History - Screening should include questions to consumer, but also “behaviors” for the staff to look for that may indicate a current safety issue and/or trauma history (a symptom checklist or behaviors indicators).
 - c) clinical practices that are trauma informed are flexible, individualized, client driven, safety focused, ability to refer/knowledgeable of trauma specialized treatment services.
- 3) Consumer Involvement – design training, policy and procedure, management, research with consumer involvement.

Specialized Competence Key Trauma Components

Specific or Specialized Competence

- Having the knowledge and skill to conduct a comprehensive assessment of specialized needs
- Having the knowledge and skill to serve individuals with specialized needs

All General Competencies plus.....

1) Assessment Staff

- a) has a working knowledge of appropriate rationales for assessing clients with abuse histories
- b) understands the sensitive and potentially re-traumatizing nature of abuse inquiry

c) has familiarity with several assessment protocols for different situations and client groups

2) Staff Training

a) competence with assessment, treatment options, approaches, tools and protocols based on situations and consumer groups

b) supervision to address/support staff exposed to secondary traumatization and staff disclosure of trauma

3) Trauma Interventions

a) individual care (e.g., Risking Connections, EMDR)

b) group models (e.g., Seeking Safety, TREM)

MISSOURI DEPARTMENT OF MENTAL HEALTH
TRAUMA INITIATIVE
TRAUMA CORE COMPETENCIES

Staff General Competence Related to Trauma Includes:

1.00 Definitions of Trauma and Abuse

- 1.01 Understands terminology in use to distinguish types of abuse and trauma.
- 1.02 Understands what makes an event, relationship or situation traumatic as opposed to problematic

2.00 Prevalence and Impact Information

- 2.01 Knows and can cite basic data about the prevalence of abuse
- 2.02 Understands the multi-factorial nature of the impact of abuse
- 2.03 Understands the connections and links between abuse and its consequences
- 2.04 Is able to explain the concepts of re-traumatization and triggering.

3.00 Screening Options, Approaches and Tools

- 3.01 Has a working knowledge of appropriate rationales for assessing clients with abuse histories
- 3.02 Understands the sensitive and potentially re-traumatizing nature of abuse inquiry

4.00 Attitudes and Values

- 4.01 Understands the history and context of attitudes towards abuse issues and survivors in mental health and other settings
- 4.02 Has a general understanding of the need for and particular elements of “empowerment” for trauma survivors

5.00 Stages of and Key Elements in Recovery

- 5.01 Has a working knowledge of safety and trust issues as applied to those with abuse histories

6.00 Working With the Larger System of Services

6.01 Appreciates the need for multi-disciplinary and multi-disciplinary collaboration

6.02 Is able to articulate elements and examples of appropriate teamwork and consultation in several typical scenarios

Staff Specialized Competence Related to Trauma Includes:

1.00 Assessment Options, Approaches and Tools

1.01 Has familiarity with several assessment protocols for different situations and client groups

2.00 Stages of and Key Elements in Recovery

2.01 Is able to cite at least two different frameworks for understanding the process of and goals for recovery from trauma

2.02 Appreciates and can cite examples of various therapeutic approaches to and complementary therapies for trauma work

2.03 Acquires familiarity with all available service resources in Missouri; understands and can name unmet service needs

2.04 Understands the importance and elements of clinical supervision and the risks for vicarious traumatization

Source: Revision of Maine Trauma Core Competencies